SUMMARY OF CHANGES TO THE 2021-2023 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF MINNESOTA AND AFSCME COUNCIL NO. 5

Unless otherwise indicated, all changes are effective__________.

THROUGHOUT
Gender-specific pronouns that were missed last round throughout the contract updated.

Revision to Minnesota Management & Budget (ampersand to “and”).

ARTICLE 1 – PREAMBLE
Technical change of effective date.
Add language to fix clerical errors discovered.

ARTICLE 2 – RECOGNITION
No change.

ARTICLE 3 – UNION SECURITY
No change.

ARTICLE 4 – SENIORITY
Section 1, B, 2. Reallocations. Delete reference to January 1, 1980.


ARTICLE 5 – HOURS OF WORK
Section 2. Non-Continuous and Non-Extended Operations. C. Flextime Scheduling. An employee may appeal the decision of the immediate supervisor to deny, modify, or cancel a flextime schedule to the second level supervisor. The decision of the supervisor is final and may not be grieved.

Section 3. Continuous and extended operations. NEW Section F. Hours Balancing. With supervisory approval, employees may balance hours of work within a work period, provided such time management does not require the payment of overtime.

NEW Section 5. Telework. Where the Appointing Authority has determined that an employee is able to satisfactorily meet business needs and job performance expectations through teleworking arrangements, the Appointing Authority shall consider the employee’s request to telework. Upon request of the employee, they shall be allowed a meeting to discuss the telework denial. Denial decisions are not subject to the grievance procedure.
ARTICLE 6 – OVERTIME

Section 5. Liquidation. A. General. Modify language to “At Appointing Authority’s discretion employees may elect the number of overtime hours in a day that shall be paid in cash or assigned to a compensatory bank.”

ARTICLE 7 – HOLIDAYS


ARTICLE 8 – VACATION LEAVE

Section 1. A. Eligibility. Add language allowing employees in a C700 appointment to accrue and use vacation leave; hours used do not count towards the 700 hours.

Section 3. Requesting and Using Vacation. A. Modify language so that requests are submitted in a manner determined by the Appointing Authority.

Section 3. Requesting and Using Vacation. A. Modify length of time to submit request from four (4) weeks to thirty-five (35) calendar days.

Section 3. Requesting and Using Vacation. B. Modify the notice length for a vacation request to be submitted from five (5) calendar weeks in advance to at least five (5) working days or at least forty (40) hours or more, whichever is lesser.

ARTICLE 9 – SICK LEAVE

Section 1. Eligibility. Add language allowing employees in a C700 appointment to accrue and use sick leave; hours used do not count towards the 700 hours.

Section 4. Requests. Modify language so that requests are submitted in a manner determined by the Appointing Authority.

ARTICLE 10 – LEAVES OF ABSENCE

No change.

ARTICLE 11 – JOB SAFETY

No change.

ARTICLE 12 – VACANCIES, FILLING OF POSITIONS


ARTICLE 13 – PROMOTIONAL RATINGS

No change.

ARTICLE 14 – TRANSFERS BETWEEN AGENCIES

No change.
ARTICLE 15 – LAYOFF AND RECALL
Section 3. Permanent Layoff. C. Layoff Notification. Add that the Union and the Employer can mutually agree to enter into a Memorandum of Understanding providing for the voluntary layoff of employees. An employee requesting layoff under this provision shall not be unreasonably denied consideration to be laid off by the Appointing Authority.

ARTICLE 16 – DISCIPLINE AND DISCHARGE
Section 2. Union Representation. Add language that a union representative providing employee-entitled representation during their work hours will have no loss of pay.

Section 5. Discharge. Add language that a union representative providing employee-entitled representation at a Loudermill during their work hours will have no loss of pay.

ARTICLE 17 – GRIEVANCE PROCEDURE
No change.

ARTICLE 18 – WAGES
Section 2. Conversion. Technical date changes.

Section 3. First Year Wage Adjustment. Effective July 1, 2021, all salary ranges and rates shall be 2.5%, rounded to the nearest cent.

Section 4. Second Year Wage Adjustment. Effective July 1, 2022 all salary ranges and rates shall be 2.5%, rounded to the nearest cent.

Section 6 Salary Upon Class Change. G. Exception of Clerical Consolidation Transition. Delete section.

Section 10. Injured on Duty Pay. Codify pilot program where in specific circumstances employees who seek medical attention during or immediately following their shift, after incurring a disabling injury on the job from aggressive and or intentional acts of a person they are apprehending or trying to take into custody, may be compensated for the time until admission and/or discharge not to exceed four (4) hours or for up to an additional four (4) hours if transport to a secondary medical facility is required.

Section 10. Injured on Duty Pay. Modify the number of hours that an employee can utilize, where in specific circumstances an injury on duty occurred, to four hundred (400) hours.

Section 15. Deferred Compensation. Modify deferred compensation match from $200 to $250.

ARTICLE 19 – INSURANCE
Section 2. Eligibility for Group Participation C Dependents 1. Spouse. Modify language regarding receiving either credits or cash and its interaction with high savings account. Also clarify that
when two spouses work for the State and either spouse is listed as a dependent by the other, they cannot carry their own SEGIP coverage.


Section 4. Amount of Employer Contribution. Technical date change.


Section 5. Coverage Changes and Effective Dates. C. Effective Date of Coverage. 1. Initial Effective Date. Modify the initial effective date of coverage from thirty-fifth (35th) day to the thirtieth (30th) day.

Section 5. Coverage Changes and Effective Dates. D. Open Enrollment 1. Frequency and Duration. Add dental coverage will be offered during the 2023 plan year Open Enrollment.


Section 6. Basic Coverages. A. Employee and Family Health Coverage. 2. Coverage Under the Minnesota Advantage Health Plan. d. Services not requiring authorization by a primary care physician within the primary care clinic 1) Eye Exams. Modify language that eye injury or illness at an in-network provider will be covered as an office visit.


Section 6. Basic Coverages. A. Employee and Family Health Coverage. 5. Health Promotion and Health Education. a. Develop programs 1) Policy. Employer will implement health programs agreed upon with the Joint Labor Management Committee on Health Plans.

Section 6. Basic Coverages. A. Employee and Family Health Coverage. 5. Health Promotion and Health Education. a. Develop programs 2) Pilot Programs. Employer can develop voluntary programs that seek to control costs and streamline services.
Section 6. Basic Coverages. A. Employee and Family Health Coverage. NEW 7. Temporary plan changes due to a state or national emergency. In the event of a state or national emergency SEGIP can make plan changes for the period of the declared emergency and for up to a 30-day run-out period. The change must be agreed to by both SEGIP and the Joint Labor Management Committee.

Section 7. Optional Coverages. C. Disability Coverage. 1. Short-term Disability Coverage. Modify language to allow short-term disability to be offered every five (5) years.

ARTICLE 20 – EXPENSE ALLOWANCES
Section 3. Commercial Transportation. Add “ride-share” to list of transportation options.

ARTICLE 21 – RELOCATION ALLOWANCES
Section 1. Authorization A. Eligibility. Add that this is not applicable when employee’s residence is their permanent work location, and the move is not a condition of employment.

ARTICLE 22 – WORK RULES
No change.

ARTICLE 23 – NON-DISCRIMINATION
Correct Appendix and retitled Appendix reference to current state policy.

ARTICLE 24 – MANAGEMENT RIGHTS
No change.

ARTICLE 25 – UNION RIGHTS
No change.

ARTICLE 26 – SAVINGS CLAUSE
No change.

ARTICLE 27 – HOUSING
No change.

ARTICLE 28 – NO STRIKE OR LOCKOUT
No change.

ARTICLE 29 – LEGISLATIVE RATIFICATION
Technical change to legislative session number.

ARTICLE 30 – BARGAINING UNIT ELIGIBLE WORK TRAINEES APPRENTICES
No change.
ARTICLE 31 – LABOR/MANAGEMENT COMMITTEES
No change.

ARTICLE 32 – WORKERS’ COMPENSATION
No change.

ARTICLE 33 – EMPLOYEE ASSISTANCE PROGRAM
No change.

ARTICLE 34 – ADA/WORKERS’ COMPENSATION
No change.

ARTICLE 35 – DURATION
Technical changes regarding session number, dates, and signatories.

APPENDIX A – BARGAINING UNITS FOR WHICH AFSCME COUNCIL 5 HAS EXCLUSIVE BARGAINING RIGHTS
No change.

APPENDIX B – PRORATED HOLIDAY SCHEDULE
No change.

APPENDIX B1 – PRORATED HOLIDAY SCHEDULE
No change.

APPENDIX C – PRORATED VACATION SCHEDULE
No change.

APPENDIX D – PRORATED SICK LEAVE SCHEDULE
No change.

APPENDIX E-1, AND E-2 – SALARY SCHEDULES

APPENDIX F – PAY DIFFERENTIALS
No change.

APPENDIX G – SENIORITY UNITS
No change.
APPENDIX H – CLASS OPTIONS
No change.

APPENDIX I – PROHIBITION OF SEXUAL HARASSMENT
Replace with current policy.

APPENDIX J – APPOINTING AUTHORITY/DESIGNEE’S DUTY TO FURNISH INFORMATION TO EXCLUSIVE REPRESENTATIVES REGARDING CONTRACT GRIEVANCES
No change.

APPENDIX K – POLICY ON VDT ERGONOMICS
No change.

APPENDIX L – STATUTORY LEAVES
No change.

APPENDIX M – STATEWIDE POLICY ON FAMILY MEDICAL LEAVE ACT
No change.

APPENDIX N – LETTERS
State Policy on Reimbursement for Safety Footwear. Update and replace letter. Modify reimbursement amount from $125 per 24-month period to $175 per 24-month period.


New Letter. Union agrees to meet and discuss Appendix O.

New Letter Recruiting Incentive and Employee Referral Incentive—Pilots.

APPENDIX O – UNIT 6 POSITION QUALIFICATIONS
No change.

APPENDIX P – GLOSSARY
Delete term Resumix and replace with Recruiting Solutions.

APPENDIX Q – DRUG TESTING
No change.

APPENDIX R – HIGH COST CENTERS FOR MEAL REIMBURSEMENT
No change.
APPENDIX S – SUPPLEMENTAL AGREEMENTS

Modifications made to various supplemental agreements as agreed upon by the agencies.

APPENDIX T – LAYOFF WORKSHEET

No change.